

Play Mission 1: Create Your Superpower RACE

Coaching Superpowers Playbook



Outline:

- 1) Introduction:** You are on a mission to PLAY for your Dream by unleashing your Superpowers!
- 2) Power up:** Design your Superpower RACE Version 1 (examples provided)
- 3) Game Action:** Share about your Superpower RACE with 3 members on your TEAM; family, friends, colleagues, clients...
- 4) BIG WIN:** An enthusiastic “YES!”
- 5) Find the fun!**

**“Life is Performance Art; or a game; or a quest; or all three!
The important point is... Life is for PLAY” - Coach Dave**

1) You are on a mission to PLAY for your DREAM by unleashing your Superpowers!

BIG Idea: As a performing artist, or as a game player or “Quester”, you live to express your unique abilities to co-create IMPACTFUL experiences every day; meaningful, provocative, joyful, growth experiences. To live this way we will transform the way you pursue your dream from a list of TASKs into a Superpower RACE that develops your unique abilities into Superpowers: Results, Actions, Challenges and Evaluation. It’s YOUR Dream, It’s your LIFE, let’s play.

A Superpower is energy or an ability that is practiced and refined until is it capable of BIG impact.

Your Superpower RACE will be focused on taking action with the intention to impact the world around you. In other words, something happens in the world as a “result” of your action.

As we move beyond the Industrial Age of Work into the Connected Age of Play it is important to PLAY for your Dream rather than WORK on it. You do this by being creative and collaborative in the way you make play moves in pursuit of recurring

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results. When you immerse yourself in PLAY you take risks for the opportunity of expanded influence AND you have fun doing it.

When you CHOOSE to play your life as performance art, you step into a massive opportunity for personal transformation that will require some practice!

From: Working alone to check tasks off of a to-do list; then enjoy some entertainment.

TO: Playing with others while expressing your unique abilities to co-create rewarding experiences as you live your Dream every day.

When you take ACTIONS to create RESULTS that you really care about, you tap into your unique abilities – AKA Your Superpowers - in a powerful way. You express yourself more fully; even parts of yourself you may have forgotten about. You begin to see resources around you that you may have become blind to. Your Superpowers start to emerge. It is like magic.

You also face CHALLENGES! A challenge is anything that prevents you from getting the result that you desire when you take the action.

The KEY distinction is to embrace and enjoy the challenges because they make living your dream interesting and fun. Challenges call forth your Superpowers!

This leads us to EVALUATION and becoming a masterful player. Your evaluation is how you assess what you did in the face of the challenges. In a good game you will face new challenges every day. By taking the time to assess, you can become a better player - a world-change – by noticing where your Superpowers need additional practice and development.

The first step is to identify a few Play Moves that you can play with during the 6 (12) weeks of this program. This may be a radical new idea for you. There is a chart below to spark your imagination.

NOTE: The Coaching Superpowers program is 6 weeks. But many students do the Coaching Proficiencies program immediately following which extends the “play time” to 12 weeks.

2) Power Up: Name your Dream, Potential Superpowers and RACE Elements

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Play Power: Create version 1 of your compelling Superpower RACE; a pursuit that will energize your day every day and create LOTS of coach-able moments for you and your coaching partner. This RACE may last through the entire program or it may evolve into something else as you play it.

1) Come up with a fun name for your pursuit.

Use just a few words to capture the idea with some ENERGY!

2) Identify a few Superpowers

Name a few abilities that you want to express and develop into Superpowers – aka ability to IMPACT others – while you play.

REMEMBER! It is OK if you feel that you don't know too much about your own Superpowers. That is normal. Just go with your intuition at this time. As you play for your Dream, WITH your coach, your unique abilities will emerge.

3) Start with your Action -> Result sequence..

It is best if you choose something that you already do every day but will play it in a new way. But if there is nothing like that already in your day, then you can choose something that you REALLY WANT to do. DO NOT choose something that you generally have to FORCE yourself to do.

Whatever it is, you are going to do it in a way that expresses your unique abilities AND requires participation with other people! Remember: a result is when something happens “in the world”; **the world is other people!**

Is it VITAL that you get really good and seeing action -> result sequences and experience many variations on these themes. IT will serve you SO WELL as a player, Coach and Coach Approach Leader!

Use this chart for ideas...

Action -> Result Sequence Ideas

Action ~ Create experiences	Result ~ The desired impact
The Leadership skill of ASKING people involved with your company as	They respond with a “yes” or “no”. Play for “YES”, I will talk with you about



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employees, customers or advocates to talk with you about THEIR vision for the company / cause	it AND have the conversation.
The Visibility skill of networking and follow up: attend networking events and make a follow up call every day.	Play for “YES, I want to know more about what you do.” OR “YES, I will recommend you to someone”.
The Visibility skill of blogging/posting: write provocative posts that spark engagement.	Play for comments about the value of your article”.
The Enrollment skill of recruiting clients for your business: Connect with potential clients.	Play for “YES, I would LOVE to be your client!”
The Leadership skill of sharing with a colleague about something important to you in order to enlist their support.	Play for “YES, I will support you”.
The Sharing skill of writing a chunk of your book and asking for feedback from different readers.	Play for “YES, I would love to read it and give you feedback.”
The Connecting skill of organizing a talk or a “meetup” or even a party.	Play for “YES, I will attend.”
A Personal challenge to exercise in a unique way every day WITH a different person each time.	Play for “YES, I will exercise with you.” AND they show up.

Also, your Action -> Result play move can also be a collection of 2 or 3 actions that you plan to do on different days:

Examples:

On Monday I go to a networking event, on Tuesday-Friday I follow up

On Monday I write a Blog post, On Tuesday-Friday I call people and ask for feedback.

4) Next, identify the Challenges.

The next aspect of game design and your Superpower RACE is to anticipate the challenges that you will face in your pursuit of results. This is another vital leadership skill: the ability to anticipate challenges and be inspired by them rather than stopped.

This is a shift from the Industrial Age where everything was organized so that there were no challenges AND so that you keep your unique abilities suppressed.

Everything just moves along on the same routine day after day... UGH!

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The truth is, you may only anticipate a fraction of the challenges that you will eventually face, but it is good practice to think about it before you play; then learn more AS you play.

5) Finally, prepare to Evaluate

This step will evolve and emerge a lot as you play the game.

Seeing your unique abilities, expressing them and developing them into Superpowers takes a LOT of practice, determination AND FEEDBACK!

At this point you think about your desired results, your actions and anticipated challenges and ask yourself: “How will I know how well I played at the end of the day of PLAY? What will I look at for feedback?”

Got it? OK, you are ready to play.

6) Update your game card.

Once you have your initial idea for your Dream RACE, update your game card!



A **POWER UP** is an activity where you listen, read or do an exercise and then share your insights and/or plans.



Play Mission 1: I just created a version 1 plan for my Superpower RACE. Here are the main elements...



Share

WHAT TO SHARE: Share the name of your Superpower RACE, a few unique abilities that you aim to express and explore AND share a few examples for each element of the **RACE** model. Share a few desired Results; a few Actions; a few Challenges and how you plan to Evaluate your progress.



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3) Game Action: Enlist support for your Superpower RACE

This is the Connected Age of Play. Your life is NOT a game of solitaire. Your DREAM involves becoming a positive influence in the lives of others... so you need to get other people on your team. AND you need to enlist their support and participation.

Also, you may need to make a few changes in your daily routine to make space for your play moves and that will require some support from the people in your life.

AND here is the other thing... sharing about your Superpower RACE - especially the results you are playing for - with your “team” is an essential leadership practice!

Your Team = family, friends, colleagues, advocates, customers & employees;
ANYONE who shares your Dream is on your TEAM!

You can find your own words but it can be helpful to share it in the context of the Play Life program.

Example: **Say something like:** “I am participating in a program called Coaching Superpowers where we create a DREAM to do something with the Spirit of Play that develops our Superpowers in a way that benefits others. Can I share mine with you?”

Go for it! And share about each conversation you have on the game card whether they like your Superpower RACE or not!

Note: Trust us! We KNOW that sharing about this – especially your Dream and your desired Superpowers - with your team is a really BOLD move.

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A **GAME ACTION** is an activity where you do something in the world and then share about what you did and what you learned.



Play Mission 1: I just shared about my Superpower RACE with someone on my team. Here is what happened and what I learned...



Share

WHAT TO SHARE: Share about the experience you had sharing about your DREAM and developing. How did you feel? What did you learn from the experience?

What happened? REMEMBER: if you got a positive response share about that on the **BIG WIN** tab.



POSSIBILITY!! Whenever possible, share a photo of you in action talking to someone on your team!



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After you share in the Game Action area, a new item will pop up in the BIG WIN section. This is where you can share your results! This structure helps you settle in to the progression between actions and results which is different than completing tasks.

4) BIG WIN: “YES. I will support you.”

When someone on your team listens to you share about your Dream RACE and expresses their desire to support you... THAT IS A BIG WIN. Relish it.

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The big win is when you get an enthusiastic “Yes” to support you in playing your Superpower RACE, share about the experience on your game card.

So when this happens you will share in both the Game Action area AND the Big Win area for the same conversation.



A **BIG WIN** is when you get the desired result or experience from an action you take in the world. This is a BIG DEAL and we want to celebrate you!



***Play Mission 1:** I just got an acknowledgement of support for my Superpower RACE from someone on my team! I am so grateful because...*



WHAT TO SHARE: Share about the desired result or experience happening in your world. We want to celebrate you!



POSSIBILITY!! Whenever possible, share a photo of you in action celebrating with someone on your team!



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5) Find the Fun!

Making the game your own!- When you play a game it is fun to customize the game for your personal desires; then bring the spirit of play to the most important aspect of your game.

Creativity is fun – Find a collection of fun ways to approach your game of ASK. Challenge your mind to come up with a variety of fun alternatives – keep it fresh.

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Collaboration is fun – Find ways to get other people involved with your major initiative. Playing with others is always more fun than playing solitaire and you tend to get better results as well (although it is more risky).

Transformations from worker to player

Industrial Work Mindset (the old way)...	Spirit of Play Mindset (the new way)...
Do what you are told to do.	It's YOUR Game. Define your own key initiative and have fun going after it.
Do your own work! Bunker in to work in solitude. If you ask for help from others that is cheating. (we all learned this lesson in Industrial Age School)	Humans are collaborative creatures. We are at our best when we engage others in our initiatives. People love to contribute, play along and give feedback.
Do it the same way every time to make it routine and eliminate mistakes	Routine is the enemy of your brain! Challenge your mind to find creative ways to approach your initiative in a new way every day.